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may be nearer right than their individualist opponents. They have proved already that parts of their program are strictly in line with progressive society. Because of our ignorance we should take the risks of further trial. (Pp. 418-419.)

Labor's Challenge to the Social Order is a notable signpost pointing the path to "the ways of peace and good will among men." No one can read it without realizing how momentous are the social choices before us nor being strengthened in the belief that with teachers like John Graham Brooks to guide, they will be wisely made.

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The Labor Market. By DON D. LESCOHIER. (New York: The Macmillan Company. 1919. Pp. xii, 338. \$2.25.)

Professor Lescohier, of the University of Wisconsin, aims to prove the necessity for national machinery for the control of the problem of employment and to furnish information of value both to students and to employment office managers. His book is a concrete and positive study of American conditions. Beveridge's work on *Unemployment* is taken as the foundation upon which all subsequent writers have builded and the endeavor is to study American conditions with the same scientific spirit that Beveridge has used in his study of the British field. Professor Lescohier was formerly superintendent of the Minnesota Public Employment Office and also chief statistician of the Minnesota Department of Labor and Industry and so has had unusual opportunities for a practical study of the problems.

Part one, Supply and Demand Factors in the Labor Market, is a presentation of the facts of the problem and a statement of the causes of unemployment. The fact of unemployment even in prosperous times cannot be gainsaid. The American employer has been able to assume as a matter of course that there would be idle men at his gate this morning, tomorrow morning, every morning. He has accepted orders upon the security of that expectation. Although war conditions may have mitigated the situation somewhat, the time for indifference has passed.

American employers and the American government are being held responsible in the minds of the workers for the hardships which they suffer through irregular employment. . . . The maintenance of a labor reserve for each establishment, or at least in each locality, that is adequate to meet the employers' needs at times of normal maxi-

mum production, but is idle much of the year, is one of the principal causes of industrial unrest and bitterness. We recognize fully that many workers are idle through their own fault, but that fact does not excuse the policy of decentralized labor reserves.

The problem to be solved is the creation of means for feeding a decentralized demand for labor into a centralized organization able to locate the individual workman suited to each individual demand. The causes of unemployment both individual and social are analyzed at length. The remedies proposed for the mitigation of occupational idleness are stabilization of production, dovetailing of establishment demands, conservation of labor efficiency, and relief work.

Part two, the *Machinery of the Labor Market*, takes up in seven chapters the labor market before the war, development of public employment exchanges, the war and the employment market, the United States employment service, lessons from the British and Canadian employment systems, a federal employment service, and the employment department. Dr. Lescohier urges very strongly the elimination of the private employment office and in this connection says:

Some able employment men believe that we should depend upon the slow processes of competition to eliminate these private offices. The writer does not agree with them. He considers it unsound in principle to compel a citizen to pay for a chance to get work, while he knows that the influence of these offices is pernicious.

The plan proposed is federal-state-municipal coöperation held together by federal subsidies. Against a straight federal service, it is urged that the employment problem is and should be in the first instance a local problem. The ideal system is one in which the control and direction of the service rests in the federal government, and federal funds bear much of the expense, but in which, through a substantial contribution to the cost of the service and participation in the management of the service, the local viewpoint is emphasized and given proper weight.

Part three, *Special Problems of Employment*, includes chapters on the laborer and farm labor, together with a comparatively short chapter on unemployment insurance. The latter subject is mentioned only because it forms an integral part of the general problem of employment and unemployment. The laborer is discussed from two points of view: first, in connection with a classification based upon variations in skill and technical knowledge; second,

in connection with a classification based upon the degree of steadiness of different laborers in their employments.

The statements concerning the "professional casual laborer" are of considerable interest, and especially the conclusion that a man becomes a casual laborer when he acquires the casual state of mind. The extreme type of casual never seeks more than a day's work. One evil connected with casuals is that they are overpaid on part of their jobs and the conclusion is that so long as society makes it easy for a man to earn a living by casual labor we must expect a continuing crop of casuals.

The farm labor problem is described as including the farmer's labor problem and also the farm hand's problem. Each side must be considered. Types of farm labor demand, crop diversification and labor demand, and factors influencing labor demand are discussed at length. The essential peculiarity of farm labor demand is found in the vast extent of the country which makes uniform labor conditions impossible. Local peculiarities in some dozen different states are described. The placing of farm laborers is perhaps more difficult than that of any other kind of laborers but "Minnesota's experience in her wartime farm labor office," says the author, "demonstrated that intelligent farm labor placement can be done by an employment office." The farm laborer lives with his employer and for that reason the question is not merely one of wages and hours.

The book is an authoritative and constructive study of an important question; and its essential merit lies in the fact that it is based on experience. The general aspects of the question, however, are not neglected and the bibliography and references show that the subject has been studied as a whole.

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NEW BOOKS

BAKER, R. S. *The new industrial unrest: reasons and remedies.* (Garden City, N. Y.: Doubleday, Page. 1920. Pp. 231. \$2.)

BEARD, M. *A short history of the American labor movement.* (New York: Harcourt, Brace & Howe. 1920. Pp. 174.)

BLOOMFIELD, D. *Problems of labor. Selected articles.* (New York: H. W. Wilson Co. 1920. Pp. 436. \$1.80.)

Reprinted articles arranged under general headings: Causes of